

Our Commitment to Responsible Business & Sustainability

Our ambition is to be a leading corporate citizen, acting with courage, creativity, and discipline to provide equitable benefit to our patients, business, and society. Our strategy for the coming years focuses on four areas aligned with BeiGene’s mission, vision and values. These focus areas are supported by key strategic priorities.

Our [2023 Responsible Business & Sustainability Report](#), published in April 2024, details our efforts in each of these areas and describes recent progress.



Key Achievements in 2023

Advancing Global Health



- Formalized our approach to **global health equity**
- Achieved progress in **elevating patient insights** in our drug development strategy
- **Launched The BeiGene Foundation**, an independent 501(c)(3) organization, dedicated to eliminating barriers to equitable and accessible cancer care in underrepresented communities around the world

Empowering Our Colleagues



- Increased the percentage of **women holding a position of VP or higher from 33% to 38%**
- **Launched LIFT** (Leading Innovation and Future Transformation), a global cross-regional and cross-functional senior leadership program
- Hosted the **first global employee Development Week**
- Launched Be the Change, a global employee volunteer platform, and **surpassed 20,000 hours of volunteerism**

Innovating Sustainably



- Set **first quantitative emissions reduction goal**
- Laid the groundwork for a **supplier engagement program**, launched in January 2024, to support setting a Scope 3 target by 2025
- Our Enterprise Risk Management (ERM) team **integrated climate change into our enterprise-level risk management program**

Operating Responsibly



- Launched a **third-party risk management program**
- Set goal to develop a strategy **aligning with the United Nations Global Compact's guidance on human rights** by 2025
- Set goal to develop a plan better **aligning key privacy performance metrics** with Responsible Business & Sustainability practices by 2025

Goals

Advancing
Global Health



- Bring multiple **high-quality new molecules from discovery into the clinic** on an annual basis
- Continue to **seek approvals for our medicines globally**
- Spearhead **multi-stakeholder solutions that empower patients** and disrupt systemic access barriers by 2025

Empowering
Our Colleagues



- **Maintain colleague engagement scores** in 2024 vs 2022
- **Reach global gender parity** at the VP level and above by 2030
- Achieve a **50% improvement in workforce diversity of underrepresented groups at management levels** in the US by 2030
- Continue to **address Board diversity**
- Engage employees in **10K volunteer hours** by the end of 2024, stretch goal of 20K hours

Innovating
Sustainably



- **Reduce Scope 1 and 2 emissions**, (emissions generated by owned and operated facilities), **by 25% per unit of internally manufactured commercial product by 2026** from a 2021 base year
- **Set quantitative Scope 3 emissions goal by 2025** by engaging with the most impactful of our raw supplier base
- Develop a **product stewardship strategy**

Operating
Responsibly



- Develop a plan to **better align key privacy performance metrics** with RB&S practices by 2025
- Develop a strategy to **align with the United Nations Global Compact's guidance on human rights** by 2025